

This initiative would be similar to existing graduate studies programs such as the MBA degree offered to military personnel through the Naval Post Graduate School and the University of Maryland.

Tufts University's Fletcher School of Law and Diplomacy was selected by the team to provide this service through its Global Master of Arts Program (GMAP).

The curriculum of the GMAP is aimed at the "new diplomat." Diplomacy today has changed dramatically: diplomats and other government officials must now understand international business, trade, and law, as well as the more traditional fields of history and politics. The GMAP is an interdisciplinary program that covers these subjects from an international standpoint. Students drawn from countries outside the U.S. provide the international perspective needed for our future leaders to gain a better understanding of the environment in which they will find themselves.

This program is specifically designed for mid-career level professionals. It combines three two-week residency sessions with state-of-the-art internet-based courses of study.

The one-year program is presented in trimester form with three courses presented the first and second trimesters, and two courses plus a thesis in the third trimester.

Current admissions standards require a minimum of eight years of professional experience and a capacity for international responsibilities within a management position. A bachelor's degree or equivalent is also required. Applicants are required to submit the GMAP application, answers two essay questions, academic transcripts, letters of sponsorship, and two recommendations. There is also a foreign language requirement for completion of the degree work.

Subjects covered include:

- Crisis Management and Complex Emergencies
- International Business and Economic Law
- International Finance
- International Negotiation
- International Technology Policy
- International Trade Economics and Investment
- Leadership and Management
- Transnational Social Issues

DoN Acquisition Intern Program

CREATING A WORLD-CLASS,
SUSTAINABLE WORKFORCE

The DoN acquisition intern program is an extensive career development program that provides hundreds of interns every year to the Navy's acquisition community. Effective this year, Navy IPO will be allotted three DoN acquisition interns a year for placement at various Naval SYSCOMs, assigned to an office working international affairs. The objective of the intern program is to provide new employees with the proper mix of skills, knowledge and ability to perform as Acquisition professionals working International Affairs.

The program requires three years to complete. During that time, the intern will rotate among duties and organizations within the DoN International Affairs community and will complete all requirements for Acquisition Certification Level II (logistics career field) and International Affairs Certification Level II.

The Naval Center for Acquisition Workforce Professional Development (NCAWPD) in Mechanicsburg, PA is responsible for recruiting all DoN Acquisition interns.

For more information on this program go to:
<https://www.ntcnet.navy.mil/navyintern>

Learn more about these initiatives

The Department of the Navy and Coast Guard Administrators and Points of Contact for these programs are:

NAVIPO Training Policy Manager (02T)
NAVSEA (SEA 063)
SPAWAR (054)
NAVSUP/NAVICP (NAVICP OF)
NALC (CO)
NETSAFA (CO)
MARCOR (USMC HQ PLU)
TECOM (CSWC)
USCG (HQ G-CI)

NAVY International Programs Office
is the executive agent for these programs.
The executive director is Mr. John P. Hoefling
(202) 764-2494

e-mail: john.hoefling@navy.mil

Detailed information is available on the Navy IPO web site:
<https://www.nipo.navy.mil>

Under the IA Career Development section

NAVY INTERNATIONAL AFFAIRS Workforce Initiatives



PROFESSIONALIZING THE INTERNATIONAL AFFAIRS WORKFORCE

Certification and Career Development Program

MEETING THE NEEDS OF A
CHANGING WORKFORCE

To address the needs of the International Affairs workforce, a certification and Career Development Program has been established to allow for career professional development of all employees identified as members of the IA workforce.



Graduate Studies Program

ENHANCING AND DEVELOPING
OUR PERSONNEL

To improve the quality and professionalism of the International Affairs workforce and grow the leadership of tomorrow while building personal relationships among the Military Departments, Federal Agencies, Defense Industry, and the International Defense Community.



DoN Acquisition Intern Program

CREATING A WORLD-CLASS,
SUSTAINABLE WORKFORCE

To develop a cadre of professional civilian employees with the unique mix of technical, business, and International Affairs knowledge, skills, and abilities to sustain a highly talented workforce.



Certification and Career Development

MEETING THE NEEDS OF A CHANGING WORKFORCE

This program consists of formal standards and career certification guidelines for International Affairs professionals. The guidelines articulate job experience, training, and education requirements for three levels of certification. Some of the major functional areas of expertise associated with this initiative are:

- Security Assistance
- International Cooperative Research
- Development or Acquisition
- International Security, Foreign Disclosure
- Technology Transfer Control
- International Financial Management

The IA program has three levels:

1. Level I Basic
2. Level II Intermediate
3. Level III Advanced

LEVEL I CERTIFICATION

Training standards for this level are designed to establish fundamental qualifications and expertise in the individual's International Affairs specialty. This level is the foundation for career progression and is designed to prepare qualified, motivated personnel for positions of increasing responsibility. At the basic level, trainees are exposed to the primary functional areas of International Affairs and the roles of its various specializations.

Level I Certification Requirements

EXPERIENCE (mandatory)

One year of International Affairs experience

EDUCATION

Baccalaureate degree or equivalent (desired)

TRAINING (mandatory)

- DISAM course: SAM-C or SAM CO or SAM E
- SAM-IPSR2 (short course) or SAM-IPSR5 (Long Course)
- DAU course: ACQ 101 Fundamentals of System Acquisition Management (FSAM) or one IA job related course listed in Appendix D*
- Two functional development courses listed in Appendix D*

Note: Individuals who have completed SAM-C after 1 October 2000, are not required to complete SAM-IP(2) or (5)

LEVEL II CERTIFICATION

At this level, specialization is initially emphasized. Development continues, the responsibilities and the length of time an individual spends in each position generally increases. While specialization in one of the primary functional areas is emphasized at the beginning of this level, the individual should later begin to broaden his or her background toward a more general expertise in the overall process of International Affairs.

Level II Certification Requirements

EXPERIENCE

- Two years of International Affairs experience

EDUCATION

Baccalaureate degree or equivalent (desired)

TRAINING (mandatory)

- DISAM: Any advanced or refresher course. (e.g. CM, CF, CS, AT, CR, etc.)
- DAU PMT-202 Multinational Program Management or one IA job related course listed in Appendix D*.
- Cross Cultural Communication or JSOU Area Orientation Course (or equivalent) or DAU PMT-203 International Security and Tech Transfer
- One functional development course listed in Appendix D*

* Appendix D is a list of approved educational institutions

LEVEL III CERTIFICATION

By the time an individual reaches the senior levels of International Affairs, they should have completed all the mandatory training and education requirements appropriate to the level they have attained. Their career patterns should have given them depth of knowledge in one or more primary functional areas, plus knowledge ranging across the spectrum of International Affairs.

Level III Certification Requirements

EXPERIENCE (mandatory)

- Four years of International Affairs experience
- An additional four years of International Affairs experience in a different agency or organization, or functional specialty desired

EDUCATION

Baccalaureate degree or equivalent with a minimum of 12 graduate semester hours in a relevant concentration area in topic areas relevant to position held (desired).

TRAINING (mandatory)

- DISAM: Advanced or refresher course. (e.g. CM, CF, CS, AT, CR, etc.)
- DAU course: Advanced International Management PMT-304 or one IA job related course listed in Appendix D*.
- Two additional functional development courses listed in Appendix D*.

Graduate Studies Program ENHANCING AND DEVELOPING OUR PERSONNEL

The Defense Security Cooperation Agency (DSCA) led Foreign Military Sales (FMS) Reinvention, Training, and Career Development Integrated Process Team (IPT) recommended a graduate studies program be developed for mid-career international security cooperation professionals.